

**From:** Glenn, Kirsta

**Sent:** Friday, August 29, 2003 1:13 PM

**To:** Kosmides, Alex

**Subject:** wage progression

Hi Alex: I thought yesterday's meeting was really interesting. I hope you found it as productive. My impression at the end was that we should investigate adding to the methodology for the demand, decline list

- an unemployment change indicator
- a placement rate indicator for occupations associated with community college courses
- job vacancy rates for selected occupations

For your high wage, high demand list you would also like

- wage distribution of current workforce by occupation
- wages offered to new employees (from Job vacancy survey)
- opening listed through labor exchange

Additional work I mea would look at:

Turnover rates by industry for Northwest WDC, is this going to be broken down by county? Do we want confidential or screened data? Do we want an historical series? What is the periodicity quarterly? Annual?

Wage progression by industry for Northwest WDC, 1990-2002. What is your question?

Is it, "In what industries is a worker most likely to achieve wage progression?" or

is it, "In what industries is a low wage worker most likely to achieve wage progression?"

Is it, "If a worker gets a job with a specific firm, in what industries are they most likely to achieve wage progression over time?"

Is it, "If a worker switches industries, do they achieve faster wage progression?"

We have been looking at both panel studies and regressions. In the panel study we would take workers who worked consistently (according to some measure) in a year and then follow them up in a later year.

Example, manufacturing workers in 1993,

Of low wage workers in 1993, what percentage had increased their earning by 1996? By 1999: by 2002?

What percentage had stayed about the same

What percentage had seen a decline in earnings

Then for any other industry categories of interest.

We are also looking at to what extent increases in earning are caused by increases in hours and to what extent increases in earnings are caused by increases in wages.

The regression results tell us overall

What is the effect of industry on wage progression

What is the effect of area on wage progression

What is the effect of firm turnover on wage progression

What is the effect of worker switching jobs on wage progression

What is the effect of the frequency of worker switching jobs on wage progression

Etc.

Please send me any thoughts. Maybe I am making this more complicated than it needs to be. I just love this stuff. If you have a very specific question, it would probably be quite simple to get the answer.

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